

3 March 1978

MEMORANDUM FOR: Deputy Director for Administration

FROM : F. W. M. Janney
Director of PersonnelSUBJECT : Office of Personnel Report
Week Ending 3 March 19781. (U) Campus Reactions:

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a. Recruiter [REDACTED] of our [REDACTED] office reports that his recent visit to Michigan State University resulted in an article in his campus paper to the effect that the presence of CIA recruiters prompted little protest. Placement Director Jack Shingleton said, "There is no indication that anyone is concerned. I don't anticipate any trouble. They've been here many times these last few years and there usually hasn't been any trouble." Mr. [REDACTED] confirmed that his visit was productive and without incident.

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b. In contrast, our [REDACTED] Recruiter [REDACTED] reported that a recruitment ad he had placed in the Triton Times, the campus paper of San Diego State University, prompted a reaction. According to the Placement Director, Gloria Liebrez, a small rally consisting of about 40 students was held on 14 February. The protestors marched to the Placement Office and gave a few speeches. Then they entered the building and requested applications. The applications were torn up and placed neatly into trash cans. After the supply of forms was depleted, the group left the area. An editorial in the Triton Times a day prior to the protest was headlined "Get CIA Off Campus." The observation was made that since CIA broke all rules with impunity in the past it would be irrational to expect the Agency to suddenly reform.

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2. (U) Employment Trend: According to an end-of-the-year recruiting trend survey by the College Placement Council, employers say they expect to hire 16% more new college graduates this year than they did last year. A positive factor is a projected 23% increase in hiring by the Federal Government. This increase offers

hope to the liberal arts graduate who often finds employment with the Government. Competition remains keen for engineers and computer science majors while demand for business and accounting majors is softening as the supply of qualified candidates grows.

3. (U) Minority Recruitment: On 22 February, Recruiter

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made a presentation to a group of 15 to 20 black students at the University of Louisville's Office of Minority Affairs. She discussed professional career opportunities with the Agency and reports that her reception by faculty and students was very positive. Four seniors in academic fields of interest to the Agency were interviewed and given application forms. Interest in CIA employment was also expressed by undergraduates.

4. (U) Response - Part-Time Clerk/Typist Bulletin: The recent Headquarters Bulletin soliciting employee referrals of individuals to meet the Agency's part-time clerk/typist requirements has resulted in 42 written referrals in the six work days following its dissemination. The Bulletin has also prompted a number of telephone calls from applicants as well as several walk-in applicants at our Washington Area Recruitment Office. All in all, the response to the Bulletin has been excellent.

5. (U) Handicapped Program: [REDACTED], Chief, Professional Placement Branch, briefed [REDACTED] on the Handicapped Program. [REDACTED] has been named as the Coordinator for the Program in the DDA and is scheduled to attend the Civil Service Commission's Coordinators course in April.

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6. (U/AIUO) External Employment Assistance: Eighty-three (83) employees on the Operations Directorate reduction list have asked for employment assistance of one kind or another. Of these, 16 have been reassigned elsewhere in the Agency, and four have obtained jobs outside. Twenty-seven (27) individuals are not being considered as active clients because they are not making serious attempts to secure other employment. This leaves our Retirement Counseling Employee Assistance Branch with 38 active clients. Of the 16 employees who have been reassigned within the Agency, two are still active clients and are included in the figure of the 38 in the active group.

7. (U/AIUO) Retirement Activity: The figures shown below depict the total retirement activity for the period 1 January through 30 June 1978. The figures in the clear show totals. The figures in parenthesis represent persons who have opted for discontinued service or "involuntary" retirement; the figures in parenthesis are included in the total figure. Thus, of 96 persons to go by 30 June, 21 are going under the "liberal" options.

	<u>Civil Service</u>	<u>CIARDS</u>	<u>Total</u>
Retired	8 (0)	11 (2)	19 (2)
Signed to go	21 (4)	56 (15)	77 (19)
Totals	29 (4)	67 (17)	96 (21)

8. (U/AIUO) Fly America: Members of the Central Processing Branch met with [REDACTED] SSA-DD/A's office, and Mrs. Sara [REDACTED] Central Travel Branch, to discuss the Fly America Act. The discussion dealt primarily with interpretation and problems that Central Processing Branch is encountering in applying some of the rules outlined in the Act. Some of the problems were clarified. Those which still remain in doubt will be taken up with a member of the regulations committee at the Department of State by [REDACTED] who will advise us of their interpretation.

9. (U/AIUO) Educational Aid Fund: To date, 206 Educational Aid Fund applications have been distributed. Of this number, 162 are for dependents who are applying for the first time. The deadline for completed applications is 1 April 1978. The following is a comparison between last year and this year as of 1 March:

	<u>1978</u>	<u>1977</u>
Number of EAF Applications Distributed	206	258
Number of First-Time Applicants	162	103

10. (U/AIUO) Savings Bond Campaign: Mr. Gilbert L. Goff, Federal Payroll Savings Director, met at Headquarters with Mr. Dick [REDACTED] the Agency's Savings Bond Coordinator, to discuss the forthcoming Savings Bond Campaign which will be held in May.

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11. (U/AIUO) UBLIC Insurance: Insurance Branch received more than 65 telephone inquiries regarding the recently published Employee Notice on the UBLIC life insurance program and retiree eligibility. The calls were not so much in regard to the plan changes announced in the notice as they were with respect to general provisions of the plan. It appears that any type of notice sparks new interest in this insurance plan.

12. (S) Rehired Annuitants: See attached report.

COMING EVENTS:

(1). (U) Personnel Officers Meeting: Among the speakers at the Personnel Officers Meeting scheduled for 8 March, 10:30 a.m., in the Headquarters Auditorium is [REDACTED], Executive Officer/DDS&T. 25X1A

all of the Office of Data Processing, to explore the possibility of joint Recruitment Division and DDA minority recruitment efforts. Tentative plans have been made for a DDA team to accompany a recruiter to a minority career day at North Carolina A&T on 4 and 5 April. We are also planning to have a DDA team accompany a recruiter to a minority career day at Norfolk State on 17 and 18 April, and to a minority career day at Virginia Union on 19 and 20 April. Plans are also being made to schedule a trip to Temple University in hopes of recruiting minorities from its computer sciences department.

F. W. M. Janney

Att

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EA-D/Pers, [REDACTED]:rj (3 March 78)

S E C R E T

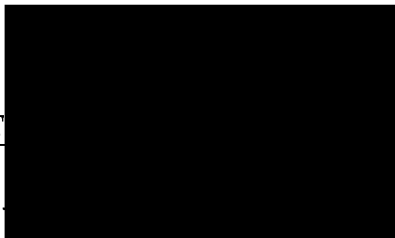
WEEKLY REPORT OF REHIRED CIVILIAN ANNUITANT ACTIVITIES
FOR THE AGENCY (27 February - 3 March 1978) (U/AIUO)

1. (S) The following rehired civilian annuitant cases were processed as new hires:

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DDS&T



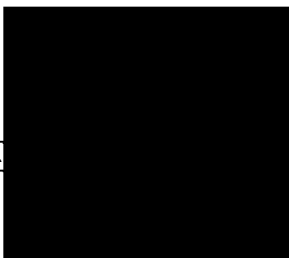
- Independent Contractor, EUR Division, contract effective 9 February 1978.
- Contract Employee, Office of SIGINT Operations, contract effective 25 February 1978.

2. (S) The following rehired civilian annuitant cases were terminated:

DCI

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DDS&T



- Contract Employee, Intelligence Community Staff, terminating 7 April 1978.
- Independent Contractor, Office of Technical Services, terminating 31 March 1978.

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